



## Massive Open Online Course on Fair Wage Strategies in a Global Economy

The Global Labour University Online Academy on <https://glu.iversity.org/> is pioneering cross-country online education for trade unionists, researchers and experts from the world of work. Bringing thousands of participants together, Massive Open Online Courses (MOOCs) are an excellent learning and networking tool.

This course on Fair Wage Strategies in a Global Economy offers **global networking, theory and practical skills** for trade unionists on the **economics of wages, collective bargaining, minimum wages** and **strategies to achieve fair wages**.

You can watch the course trailer on <http://tinyurl.com/y9ag6ter> and **enrol for free on** <https://glu.iversity.org/en/courses/fair-wage-strategies-in-a-global-economy>. Participants can study at their own pace. There is the option to get Statement of Participation for 29 € or a **University Certificate** for 49 € after passing an online exam. Participants from non-OECD country can apply for a **scholarship** under [online@global-labour-university.org](mailto:online@global-labour-university.org) to study towards a University Certificate for free. Trade unionists from OECD countries can apply for a scholarship if they have a trade union recommendation letter.

Starting on 24 October 2017, a new chapter will be opened every week. You can go back to prior chapters at any time. The estimated workload is 3-4 hours per week.

### **Chapter 1: The Political economy of wages (24 October – 1 November 2017)**

This chapter provides a general overview of the current global picture on wages. Senior experts from the International Labour Organisation (ILO) introduce the main global trends on wages and explain how non-standard forms of employment have impacted the world of work. The chief trade union negotiator for the new minimum wage in South Africa discusses the political and economic challenges of wage setting, and participants will be introduced to the multiple purposes of collective bargaining. Participants will also be invited to introduce themselves and share relevant material in an interactive world map.

**Unit 1: Welcome to the course** (Global Labour University)

**Unit 2: Option to pin your location and tell us about yourself** (Maité Llanos, Global Labour University)

**Unit 3: The political economy of wages** (Neil Coleman, Congress of South African Trade Unions - COSATU)

**Unit 4: Wage trends** (Dr. Patrick Belser, International Labour Organization - ILO)

**Unit 5: Non-standard forms of employment** (Dr. Janine Berg, International Labour Organization)

**Unit 6: The multiple purposes of collective bargaining** (Ronald Janssen, Trade Union Advisory Committee to the OECD - TUAC)

## **Chapter 2: The role of collective bargaining (2-8 November 2017)**

This chapter focuses on the key role that collective bargaining plays for wage setting. Who are the various actors in the bargaining process? How do the different negotiation formats impact current wage trends and wage income distribution? Trade unionists from Argentina and Germany introduce different bargaining models, including the question of the right to strike as an indispensable tool for bargaining.

### **Unit 1: Summary of last week**

**Unit 2: What is collective bargaining and why is it necessary** (Susan Hayter, ILO)

**Unit 3: Trends in collective bargaining** (Susan Hayter, ILO)

**Unit 4: Experiences of collective bargaining in different parts of the world** (Luis Campos, Argentine Workers' Central Union (CTA - Autónoma), Argentina)

**Unit 5: Collective bargaining in practice – a case study** (tbc)

**Unit 6: Collective bargaining and the minimum wage** (Dr. Thorsten Schulten, Institute of Economic and Social Research, Hans Boeckler Foundation, Germany)

## **Chapter 3: Minimum and living wages (9 – 15 November 2017)**

This chapter introduces the concept and history of minimum wages, as well as the existing international labour standards that provide a regulatory framework for minimum wage setting. It also looks at the actual levels of country-level compliance. Experts from South Africa discuss what should be considered while designing minimum wages and explain the benefits of setting minimum wages in a country with a very unequal wage distribution. Finally, the challenge of compliance with minimum wage regulations will be explored. At the end of the chapter, the peer-review assignment invites participants to apply their newly acquired knowledge to a practical case from their country.

### **Unit 1: Summary of last week**

**Unit 2: ILO conventions on minimum wages** (Dr. Patrick Belser, ILO)

**Unit 3: The benefits of minimum wages** (Bandile Ngidi, Wits University, South Africa)

**Unit 4: Setting the level of minimum wages** (Dr. Patrick Belser, ILO)

**Unit 5: Policy considerations when designing minimum wages** (Ruth Castel-Branco, Wits University, South Africa)

**Unit 6: Minimum wage compliance** (Uma Rani, ILO)

## **Chapter 4: Macroeconomic policies, wages and development (16 – 22 November 2017)**

This chapter untangles the relationship between wages and economic development. It discusses how wages are shaped by, and impacted by different economic regimes- It then discusses the relationship between wages, inequality and economic policy. Economic experts from Europe and India explain these fundamental economic concepts in an accessible way.

### **Unit 1: Summary of last week**

**Unit 2: Macroeconomic regimes** (Prof. D. Hansjörg Herr, Berlin School of Economics and Law, Germany)

**Unit 3: Wage inequalities** (Prof. Dr. Hansjörg Herr, Berlin School of Economics and Law, Germany)

**Unit 4: Functional income distribution** (Dr. Frank Hoffer, Executive Director, ACT Foundation)

**Unit 5: Wages in countries with high surplus labour** (Prof. Dr. Praveen Jha, Jawaharlal Nehru University – JNU, India)

**Unit 6: The role of the central bank** (Ronald Jansen, Trade Unions Advisory Committee to the OECD)

### **Chapter 5: Wage setting in an unfair world (23 - 29 November 2017)**

Various forms of discrimination contribute towards wage inequality. Experts from Brazil and India introduce discrimination based on gender, race, cast and ethnicity and discuss the how they shape wage levels. Trade unionists from the Global South discuss the challenges of wage setting for migrant workers and workers in precarious employment.

#### **Unit 1: Summary of last week**

**Unit 2: The gender pay gap** (Carlos Salas, University of Campinas)

**Unit 3: Race, caste, ethnicity-based discrimination in wage setting** (Prof. Dr. Archana Prasad, JNU, India)

**Unit 4: Wage setting for workers in precarious employment** (Jane Barret, Women in Informal Employment)

**Unit 5: Wage setting for workers in the informal economy** (Uma Rani, ILO)

**Unit 6: Migrant workers** (Luis Campos, Argentine Workers' Central Union (CTA - Autónoma), Argentina)

### **Chapter 6: Workers' strategies and campaigns (30 November – 6 December 2017)**

This chapter explores innovative strategies at the company and industry level to improve working conditions, voice and representation of workers. It explores Global Framework Agreements, the Bangladesh Accord on Fire and Building Safety and IndustriALL's ACT Initiative. What can we learn from them and how can they be extended?

#### **Unit 1: Summary of last week**

**Unit 2: The Asia Floor Wage Campaign** (Ashim Roy, NTUI, India)

**Unit 3: The campaign on minimum wages in the U.S.** (Prof. Dr. Mary Bellman, Penn State University, U.S.)

**Unit 4: The minimum wage campaign in South Africa** (Neil Coleman, COSATU, South Africa)

**Unit 5: Collective bargaining in an inflationary environment** (Luis Campos, Argentine Workers' Central Union (CTA - Autónoma))

**Unit 6: Bargaining for living wages and the role of transnational corporations** (Dr. Frank Hoffer, Executive director of ACT Foundation)

**Study week for certificate track participants** (7 – 13 December 2017)

**Exam period for certificate track participants** (14 – 20 December 2017)